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Development (19[illegible] - 48) Department.

No. SERIES.

~~C.O. No.~~ Letter No.5812

Dated 24th November 1948

[Despatch Abstract.]

L A B O U R - Transport Industry - Resolutions of Second Session of Industrial Committee on Inland Transport.

GOVERNMENT OF INDIA
Ministry of Labour

No.C-38 (27), Dated
New Delhi 20-11-1947.

From

Rai Bahadur H. Khanna,
Deputy Secretary to the Government of India

To

The Secretary to the Government of Madras
Public Works Department,
M a d r a s

Sir,

Second Session of the I.L.O. - Industrial Committee on Inland Transport.

Sir,

I am directed to forward herewith copies of Resolutions adopted by the above Committee during its Second Session held at Geneva from the 7th to the 16th May 1947. Some of the Resolutions require action to be taken by Provincial Govern-ments and States and I am accordingly to request that these may be examined and necessary action initiated wherever possible. The Ministry of Labour may kindly be informed of the action proposed to be taken to implement the decisions of the Committee.

I have the honour to be,
Sir,
Your most obedient servant

Sd/ H. Khanna,
Deputy Secretary to the Govt. of India.

A p p e n d i x

RESOLUTION CONCERNING INDUSTRIAL RELATIONS BETWEEN MANAGEMENT AND LABOUR IN INLAND TRANSPORT.

The Inland Transport Committee of the International Labour Organisation,

Having been convened by the Governing Body of the International Labour Office, and

Having met at Geneva for its second Session from 7 to 16th May 1947, and

Having considered the problems of Industrial relations in the various branches of the Inland Transport industry, and

Being convinced that the provision of efficient transport services and of satisfactory conditions of employment for transport workers necessitates the promotion of good relations between management and labour,

Adopts, this sixteenth day of May 1947, the following resolution concerning the principles, methods and machinery by which the relations between management and labour in the inland transport industry should be conducted:

p.t.o.

I. Freedom of Association:

1. Employers and workers, whether in public or private inland transport undertakings, should be entitled to form, without previous authorisation and without restriction of occupation, sex, colour, race, creed or nationality, organisations of their own choosing.

2. Such organizations should be granted full autonomy in drawing up their constitution and administrative rules, in organising their administration and activity, and in framing their policies.

3. Where full and effective protection is not already afforded, appropriate legislation should be enacted to protect the individual worker -

This resolution was adopted unanimously by the Committee (committee document IC/IT/2/25).

(a) from discriminatory or punitive measures directed against him at the time of engagement or during tenure of employment for the reason that he is a member, agent or official of a trade union;

(b) against coercion with respect to his right to join a trade union.

4. Where full and effective protection is not already afforded, appropriate legislation should be enacted to prohibit on the part of the employer or of the employers' organisations or other agents, all acts designed to

(a) promote the formation of trade unions controlled by the employer;

(b) interfere in the formation or administration of a trade union, or support it by financial means or otherwise interfere in its control;

(c) refuse to give practical effect to the principles of Trade Union recognition and collective bargaining.

II. Determination of conditions of employment:

5. The negotiation of collective agreements should be developed both in private and publicly owned transport undertakings

6. (1) The State should, through the appropriate agencies, make available to the parties facilities for the development of collective bargaining.

(2) These agencies should be entrusted with the authority where necessary to determine the representative workers' organisations entitled to enter into collective agreements with employers or employers' organisations.

7. (1) Collective agreements freely entered into should be observed in good faith, and employers' and workers' organisations should do all in their power to ensure the observance by their members of the agreements to which they are parties.

(2) All individual or collective disputes arising out of the ~~introduc~~ interpretation or application of collective agreements should be referred for settlement to a procedure accepted by the parties. There should be effective and expeditious means for reaching a final determination of all such issues.

(3) Employers, Employers' organisation and Trade Unions which are parties to collective agreements should ~~be~~ entitled to institute legal proceedings to secure the observance of such agreements enforceable at law.

8. Immediate attention should be paid to the practice obtaining in certain countries whereby the provisions of collective agreements covering substantial proportions of employers and workers in a trade or industry are extended to include other such employers and workers who would not otherwise be covered by such agreements, in view of the fact that, in the conditions obtaining in the countries in question, arrangements of this nature have had the effect of strengthening the authority of the collective bargaining system.

Minimum working standards:

9. Governments should set up machinery whereby minimum wage rates, hours of work and other conditions of employment can be fixed in branches or sections of the ~~land~~ inland transport services where there are no arrangements for the effective regulation of such matters by collective agreements or otherwise.

10. For this purpose account should be taken of the necessity of enabling the workers to maintain a suitable standard of living.

11. Whatever method is applied for fixing such minimum wages and conditions of employment, employers' and workers' organizations concerned should be directly associated in the framing of all necessary provisions.

12. An adequate system of inspection should be provided with power to make investigations with a view to ascertaining whether such wages and conditions of employment are in fact being applied and to take such steps as may be authorised to deal with infringements.

III. Adjustment of Labour Disputes -

13. (1) A free society cannot coerce any section of its population into working under conditions which are not freely and generally acceptable.

(2) Having regard to the vital position which transport occupies in the national economy and employers and workers, with due regard to their responsibility to society, should consider lock-outs and strikes as an extreme and ultimate means of bringing pressure to bear upon one another. Consequently, they should undertake to utilise to the full extent all existing facilities for the expeditious and effective settlement of disputes before considering recourse to a lock-out or a strike.

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Voluntary Conciliation and Arbitration -

14. (1) The State should place at the disposal of the parties conciliation machinery with a view to helping them to adjust differences arising out of the negotiation and application of collective agreements.

(2) Once a dispute has been submitted to a conciliation agency by ~~consent~~ consent of all the parties concerned, the parties should agree to refrain from strike or lockout while conciliation is in progress.

(3) Agreements arrived at by the parties in the course of the proceedings as well as recommendations of the conciliation agencies that are accepted by the parties should have the same validity as normal collective agreements.

15. There should be instituted á/ machinery for voluntary arbitration and when a dispute has been submitted to arbitration by consent of the parties concerned this should imply acceptance of the award and the intention to abstain from strikes and lockouts while arbitration is in progress.

16. In the event of a serious labour dispute threatening to cause a stoppage of work in any essential transport service, and if there is no more effective and appropriate means of securing a settlement, the Government should be able to cause a public investigation to be made into the origin and terms of the controversy. The results of the investigation, together with the recommendations of the investigating agency as to the just solution of the dispute, should be made public without delay.

Right to Lockout and Strike

17. While the right to lock out and strike applied in inland transport ~~in~~ as in other industries, in the event of a dispute arising during the operation of temporary restrictions placed by legislation upon the normal exercise of the right to lockout or strike, effective guarantees should be provided for the maintenance of wages and conditions of employment while negotiations are in progress.

IV. Labour Management Co-operative Machinery

18. Suitable machinery should be established to all appropriate levels for promoting the application and observance of collective agreements in particular establishments and the prompt handling of grievances affecting individuals or small groups of workers.

119. Suitable machinery should be established at all appropriate levels for promoting joint consultation between accredited representatives of employers and workers on all matters in which they have a common interest, with a view to improving both the well being of the workers and the prosperity of the industry. All necessary information should be placed at the disposal of Joint Committees established for the above purposes.

20. Committee members should be compensated at normal wage rates for loss of working time incurred in attending Committee meetings and other necessary activities authorised by their Committee. This compensation should be paid by the employer or by the trade unions as the case may be.

21. Employers' and workers' organizations should, so far as it is reasonable and practicable, having regard to national practice, be associated with the framing and application of any special official schemes, as for example training ~~schools~~ schemes, instituted for the benefit of the inland transport industry.

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22. In the appointment of members of policy-making bodies of publicly owned inland transport undertakings regard should be paid to the opinion of the trade unions as to the need to include persons with knowledge and experience of trade union organisation and the needs and interests of the worker.

II. RESOLUTION CONCERNING EMPLOYMENT IN INLAND TRANSPORT.

The Inland Transport Committee of the International Labour Organization,

Having been convened by the Governing Body of the International Labour Office, and

Having met at Geneva, for its second session from 7th to 16th May 1947, and

Having considered the problems of manpower arising in the field of inland transport,

Adopts, this sixteenth day of May 1947, the following resolution:

1. Realising that a stable and maximum level of employment in the inland transport industry is dependent upon general economic activity, and that such activity can only be developed through the fullest national and international co-operation, Governments should, in collaboration with employers' and workers' organizations, take the necessary steps to ensure such level of economic activity as will result in the maximum possible employment of transport workers and development of productive resources.

2. Careful consideration should be given to co-ordinating the different branches of the inland transport industry with a view to providing efficient services and ensuring the fullest and most effective employment of transport workers.

3. Suitable facilities for the placing of workers in the inland transport industry should be created or maintained and developed, in agreement with the organisations of employers and workers concerned, either by or in close co-operation with, the public employment service. For this purpose, joint committees, with equal representation of employers and workers in the branches of the industry concerned, should be established where necessary to advise on all questions relating to the placing of workers in the industry.

4. (1) Adequate schemes of apprenticeship and vocational training and retraining should be created or maintained and developed for each branch of the inland transport industry.

(2) So far as practicable, these schemes should be organized in accordance with the general principles for organising and training and apprenticeship of young workers laid down in the Vocational Training Recommendation, 1939, and the Apprenticeship Recommendation, 1939.

(3) All such schemes should be developed according to a co-ordinated plan by the employers' and workers' organisations concerned or by the competent public authority in co-operation with these organizations.

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zations.

5. Governments and the employers' and workers' organizations concerned should be urged to take appropriate measures, on the lines of the Employment (Transition from War to Peace) Recommendation, 1944, to provide for the vocational retraining and re-employment in suitable posts of disabled inland transport workers, whatever the origin of their disabilities, having regard to the special requirements of the inland transport industry.

6. Adequate facilities should be provided for the promotion of inland transport workers in the different branches of the industry, including the provision of opportunities to qualify for higher positions.

7. Arrangements should be made to organise, as may be useful and practicable, regional, national and international exchanges of vocational training instructors and trainees in the different branches of the inland transport industry.

III. RESOLUTION CONCERNING VOCATIONAL GUIDANCE AND SELECTION OF WORKERS FOR THE INLAND TRANSPORT INDUSTRY.

The Inland Transport Committee of the International Labour Organization,

Having been convened by the Governing Body of the International Labour Office, and

Having met at Geneva for its second Session from 7th to 16th May 1947,

Noting that the problem of vocational guidance and the technical selection of workers has been placed on the Agenda of the 31st Session of the International Labour Conference to be held in 1948, and

Considering that this problem has special aspects of great importance to the employers and workers of the various branches of the inland transport industry, and to the general public,

Adapts, this sixteenth day of May 1947 the following resolution:

The Committee invites the Governing Body of the International Labour Office to request the Office to make a study of this question and to submit a report to the next session of the Inland Transport Committee.

IV. RESOLUTION CONCERNING DECASUALISATION OF DOCK LABOUR.

The Inland Transport Committee of the International Labour Organization,

Having been convened by the Governing Body of the International Labour Office and,

Having met at Geneva for its second Session from 7th to 16th May, 1947,

Recalling that it at its first session in London in December 1945 a resolution was adopted urging study of the decasulisation of dock labour with a view to adopting measures for securing continuity of employment to the workers increasing their productivity and assuring them reasonable remuneration.

Noting that the International Labour Conference had already directed attention to this question in the Employment

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(Transition from War to Peace) Recommendation, 1944, a

Considering that this problem urgently requires solution,

.Adopts, this sixteenth day of May 1947, the following resolution:

.The Committee invites the Governing Body of the International Labour Office to request the Office to make a study of the problem of the decasualisation of dock labour and to submit a report and proposals on this question to the next session of the Inland Transport Committee.

V. RESOLUTION CONCERNING THE ESTABLISHMENT OF INLAND TRANSPORT AND STATISTICS.

The Inland Transport Committee of the International Labour Organization ,

Having been convened by the Governing Body of the International Labour Office, and

Having met at Geneva for its second Session from 7th to 16th May 1947, and

Having considered the problems raised by the lack of comparability of inland transport statistics in the field of Labour and

Realising the importance of sound statistical information as a basis for the appraisal of social problems in the field of inland transport,

Adopts this sixteenth day of May 1947 the following resolutions:

1. The Labour statistics of inland transport should be extended in scope, and developed and improve in quality, range and possibilities of international comparison; the results should be published promptly and regularly.

2. There should be developed, in accordance with uniform principles and standardised methods, separate labour statistics in each main branch of the inland transport industry, i.e. railway transport; urban and suburban passenger transport (other than railways); other passenger transport by road, goods transport by road, transport by inland waterways; all commercial air transport; goods handling services in docks, harbours and warehouses, and other forms of inland transport.

3. These statistics should cover: employment, unemployment, hours of work, wages, accidents (including occupational diseases), strikes and lockouts.

4. The International Labour Organization should co-operate with every appropriate specialised agency of the United Nations or any other appropriate International organisation with a view to developing labour statistics in the inland transport industries by drafting specifications for compiling them on an internationally comparable basis. It is particularly desirable that such co-operation should be established between the I.L.O. and the International Civil Aviation Organization, with a view to co-ordinating, from the early stages, the statistics relating to civil aviation in the different countries.

5. It is desirable that the International Labour Office after consultation with the United Nations and the Specialised agencies or any other organization concerned with inland transport should arrange for submission to the Committee of a preliminary economic analysis and a survey of economic statistics in the field of inland transport, in order that the Committee may be in a position on the basis of an adequate economic and statistical survey, to draw attention to gaps in existing statistics and to recommend appropriate action to fill such gaps.

VI. RESOLUTION CONCERNING THE DETAILED ARRANGEMENT OF INTERNATIONALLY COMPARABLE STATISTICS ON INLAND TRANSPORT.

The Inland Transport Committee of the International Labour Organization, having been convened by the Governing Body of the International Labour Office, and

Having met at Geneva for its second Session from 7th to 16th May 1947, and

Having considered the problems of developing, under conditions which permit of international comparison, useful statistics on specific points relating to labour aspects of inland transport,

Adopts this sixteenth day of May 1947 the following resolution:

1. (1) In labour statistics, the group "transport" should always be shown as a distinct entity separated from communications in all breakdowns by branches of economic activity.

(2) Wherever possible the group "transport" ~~should always be shown as a distinct entity separated from communications in all breakdowns by branches of economic activity.~~ water should be broken down to show transport by inland waterways.

(3) Wherever possible transport services operated ~~by public authorities should be shown separately from other~~ services operated by these authorities.

(4) Statistics relating to personnel should distinguish between men and women so far as possible.

(5) Data on personnel solely employed on maintenance and repairs of means of transport (e.g. rolling stock, vehicles, aircraft, barges etc.) should be shown separately for each branch of inland transport.

(6) Statistics relating to air transport personnel should include not only air and ground crews, but also the radio, telephone and telegraph operators, meteorologists etc., employed by private companies or public and State authorities.

(7) For every branch of the inland transport industry where it is possible to do so the classifications should distinguish; management, supervisory and office personnel repair and maintenance personnel, operational personnel and all other personnel.

2. (1) Whenever indices of employment are published the number of employees covered should be shown for the basic period and also whenever the basic period is changed.

(2) For every branch of the inland transport industry where it is possible to do so, the classification of the numbers employed should distinguish; management, supervisory and office personnel; repair and maintenance personnel; operational personnel; and all other personnel.

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(3) Numbers employed or indices of employment should be published monthly whenever possible.

3. (1) Statistics of unemployment in the inland transport industry should be published at least at quarterly intervals and should, so far as is possible distinguish between the various branches of the industry.

(2) So far as possible, statistics of unemployment among dockers should distinguish between wholly and partially unemployed.

4. Data on average weekly or monthly hours for each branch of the inland transport industry should be compiled and published not less frequently than annually. These data should be supplemented with information showing the prevailing schedule hours of work as established through legislation or by collective agreements.

5.(1) Average weekly or monthly earnings should be compiled and published not less frequently than annually. To the extent possible, these data should be broken down, as set forth in paragraph 1(4),(5) and (7) of this resolution, but should at least show earnings of non-supervisory, or" production" personnel particulars should be furnished to show how averages are calculated.

(2) Data of earnings should be published in such a way that hourly earnings can be computed, and when earnings are given on a basis other than rates per hour, supplementary information should be given on hours of work so as to make it possible to compute rates per hour.

6. Statistics of industrial accidents, occupational diseases, strikes and lockouts, should distinguish between the different branches of the inland transport industry.

7. (1) The results of censuses of the population or of industries should be published in such a way as to make possible a classification of the gainfully employed according to an internationally acceptable standard grouping when such a standard grouping shall have been established.

(2) Wherever possible, these censusses should show not only workers in transport industries but also transport workers in other industries, subdivided by occupations.

VII RESOLUTION CONCERNING THE COMMUNICATION BY THE GOVERNING BODY TO THE INTERNATIONAL CONFERENCE OF LABOUR STATISTICIANS OF RESOLUTIONS CONCERNING STATISTICS OF INLAND TRANSPORT.

The Inland Transport Committee of the International Labour Organization,

Having been convened by the Governing Body of the International Labour Office, and

Having met at Geneva for its second Session from 7th to 16th May 1947, and

Having adopted two resolutions concerning statistics on inland transport, and

Considering that it is necessary, so far as possible, to bring the proposals suggested in these resolutions into agreement with the conclusion which may be reached by the forthcoming Conference of Labour Statisticians,

Adopts this sixteenth day of May 1947 the following resolution:

The Committee invites the Governing Body of the International Labour Office to communicate the said resolutions to the International Conference of Labour Statisticians and to request the said Conference to examine the problems dealt with by these resolutions and the views expressed in them and also to consider by what means it would be possible to implement those proposals.

VIII. RESOLUTION CONCERNING THE PROTECTION OF YOUNG WORKERS ON INLAND WATERWAYS

The Inland Transport Committee of the International Labour Organization,

Having been convened by the Governing Body of the International Labour Office, and

Having met in Geneva for its second session from 7th to 16th May 1947:

Realising the need for further information as to the application to inland waterways of national laws and regulations providing protection for young workers; and

Conscious of the need of young workers in this branch of the inland transport industry for greater opportunity for vocational training,

Adopts this sixteenth day of May 1947 the following resolution:

The Governing Body of the International Labour Office is invited to instruct the office:-

(1) To continue to study the provisions of national laws and regulations for assuring to young workers in inland navigation protection as to minimum age of admission to employment hours of work, night work, occupational hazards and annual paid vacations;

(2) To study the problem of vocational training and apprenticeship and the facilities for vocational guidance available to young persons employed in inland waterways in the various countries;

(3) To study the problem of making educational facilities and training available to the children of boatmen on inland waterways who are domiciled on board; and

(4) To formulate a report on these and other relevant aspects of the subject, with appropriate recommendations which may be considered at the next session of the Inland Transport Committee.

IX RESOLUTION CONCERNING THE EMPLOYMENT OF WOMEN IN INLAND TRANSPORT

The Inland Transport Committee of the International Labour Organization,

Having been convened by the Governing Body of the International Labour Office, and

Having met in Geneva for its second Session from 7th to 16th May 1947;

Considering that in many countries a large number of women are employed in the various branches of Inland Transport,

Adopts this sixteenth day of May 1947 the following resolution:

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The Committee invites the Governing Body of the International Labour Office to instruct the Office to undertake a study of the problems raised by the employment of women in inland transport industry.

X. RESOLUTION CONCERNING HOURS OF WORK IN ROAD TRANSPORT

The Inland Transport Committee of the International Labour Organisation,

Having been convened by the Governing Body of th the International Labour Office, and

Having met at Geneva for its Second Session from 7th to 16th May 1947,

Having considered the necessity of enforcing by legislation or otherwise limits of hours of work in road transport, and

Having considered that road transport has undergone changes as a consequence of war and post-war conditions,

Adopts this sixteenth day of May 1947, the following resolution:

The Committee invites the Governing Body of the International Labour Office to instruct the Office to examine the Hours of work and Rest Periods (Road Transport) Convention, 1939 with a view to ascertaining whether that Convention meets the requirements of the post-war situation.

XI. RESOLUTION CONCERNING THE CO-ORDINATION OF THE VARIOUS FORMS OF TRANSPORT.

The Inland Transport Committee of the International Labour Organisation,

Having been convened by the Governing Body of the International Labour Office.

Having met at Geneva for its second Session fror 7th to 16th May 1947, and

Recalling that in its resolution concerning employment 1947, the Committee has recommended that careful consideration should be given to co-ordinating the different branches of the Inland transport industry with a view to providing efficient services and ensuring the fullest and most effective employment of transport workers,

Adopts this sixteenth day of May 1947 the following resolution:

(1) The Committee requests the Governing Body of the International Labour Office to make arrangements with the United Nations for a study of the co-ordination of transport by the International bodies with competence in the field of transport, with which the International Labour Office should be associated.

(2) The Committee, while awaiting the results of this study, which will be indispensable for its future activity, considers that the International Labour Office should continue to examine the influence of the structure of the transport industry upon conditions of labour and employment in this industry.

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XII. RESOLUTION CONCERNING CONDITIONS OF EMPLOYMENT IN CIVIL AVIATION.

The Inland Transport Committee of the International Labour Organization,

Having been convened by the Governing Body of the International Labour Office, and

Having met at Geneva for its second Session from 7th to 16th May 1947,

Recognising the rapid development of national and International air transport and the desirability of avoiding the introduction of unsatisfactory conditions of employment,

Adopts this sixteenth day of May 1947 the following resolution:

The Committee invites the Governing Body of the International Labour Office to instruct the Office to prepare, for consideration at an early Session of the Committee, in collaboration with the International Civil Aviation Organization and other appropriate International Organizations:

(a) a study of conditions of employment in civil aviation, with special reference to the problems peculiar to the employment of aircrews, with a view to the eventual consideration of a code of minimum conditions of employment in civil aviation;

(b) information on existing or proposed measures for co-ordination between civil aviation and other forms of land transport which might affect conditions of labour and employment in the inland transport Industry.

XIII RESOLUTION CONCERNING ACCIDENT INSURANCE IN THE INLAND TRANSPORT INDUSTRY.

The Inland Transport Committee of the International Labour Organization,

Having been convened by the Governing Body of the International Labour Office, and

Having met at Geneva for ~~the~~ second Session from 7th to 16th May 1947, and

Noting:

(1) that operations in the transport industry by their nature necessarily involve the risk of injury to persons or damage to property;

(2) that adequate compensation should be paid in respect of all such injury and damage;

(3) that a transport worker who is the cause or the victim of an accident which occurs during the course of his employment may be prejudiced if his employer is uninsured or is unable to satisfy any consequent claim for compensation.

Adopts this sixteenth day of May 1947 the following resolution:

The Committee invites the Governing Body of the International Labour Office ~~by~~ to recommend Governments to take steps to provide for compulsory insurance in respect of such claims for compensation, except where a guarantee is provided that the payment of compensation is otherwise reasonably assured.

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Having met at Geneva for its Second Session from 7 to 16 May 1947, and

XIV RESOLUTION CONCERNING THE EARLY APPLICATION OF PROPOSALS AND RESOLUTIONS ADOPTED BY THE COMMITTEE.

The Inland Transport Committee of the International Labour Labour Organization,

Having been convened by the Governing Body of the International Labour Office, and

Having considered that the authority of the International Labour Organization is based, not only on the value and effectiveness of its proposals, but also on the speed with which these proposals are examined by the Governments and given practical application;

Having considered that delays and postponements lead to discouragement and disaffection,

Adopts this sixteenth day of May 1947 the following resolution:

The Committee requests Governments and employers' and workers' organizations to examine as speedily as possible the proposals and resolutions adopted by the Committee and to take the necessary action for putting them into effect.

p.t.o.

GOVERNMENT OF MADRAS
Development Department

Letter No.Ms.5812-Dev.

From

The Secretary to the Government of Madras,
Development Department,
Fort St. George,Madras

To

The Secretary to the Government of India,
Ministry of Labour,
NEW DELHI

Dated Fort St. George the 24th November, 1948.

Sir,

LABOUR - Transport Industry - Resolutions of 2nd Session of Industrial Committee on Inland Transport.

Mr. Khanna's letter No.L.C.38(27), dated 20th November 1947.

I am directed to state that the Government have examined the resolutions of the I.L.O. Industrial Committee on Inland Transport Communicated with Mr..Khanna's letter cited. Motor transport is the most important Branch of the inland transport industry which falls within the sphere of this Government. This industry is under private management, barring the Madras City Bus Service, which the Government have taken over under their Scheme of nationalization of transport. The question of implementing the I.L.O. resolutions in this Industry has been examined and the position is as follows:--

Resolution I - Freedom of Association: In view of the provisions of the Indian Trade Unions Act and the Trade Unions (Amendment) Act, no action is considered necessary.

Resolution II - Determination of conditions of employment:

The hours of work, pay, allowances, leave and other conditions of employment in the private motor transport industry in the province are regulated by the award of the ~~industry-in-the-~~ industrial Tribunal. The recommendations in the resolution of the Committee will be largely implemented when the terms of the award are given effect to. This Government are also taking steps to fix minimum wages for the industry under the Minimum Wages Act.

Adjustment of Labour disputes

Resolution III - The Government have declared transport by motor omnibus and transport by water in minor ports as public utility services under the Industrial Disputes Act. Works Committees have been constituted in establishments employing 100 or more persons. These Committees will enable workers and managements to adjust differences. Government Conciliation Officers will also encourage parties to arrive at settlement without resort to strike or lockout. Drivers and conducters in Government Motor Transport have been declared as essential services under the Madras Maintenance of Public Order Act, to ensure that the members do not associate themselves with any demonstration, strike or lockout.

Resolution IV Labour Management Co-operation - Machinery:

The works Committees constituted under the Industrial

Disputes Act will provide the necessary machinery for Labour management co-operation.

Resolution II - Employment in Inland Transport: The Resettlement Directorate is undertaking certain schemes for the training of workers in ~~mx~~ motor trade under the Technical Training scheme and the Employment Exchanges are attending to the placement of workers in the industry. In view of the scheme of nationalization of the motor transport it is not considered necessary to start any new schemes for the selection and training of workers for absorption in private motor transport industry. The need for training schemes for nationalised services is however being examined.

Resolutions V, VI and VII - Inland Transport Statistics:

A separate ~~x~~ communication on this subject has been sent from Public (Economics and Statistics)Department.

XIII - Accident Insurance - Compulsory Insurance of motor vehicles is in force in the province and this covers cases of injury and damages in respect of private operators. It is proposed to make-special provision to meet ~~the~~ claims against Government for compensation in cases of accidents in which Government vehicles are involved.

3. The question of implementing the resolution of the Transport Committee in the nationalized motor service and in services in inland water-ways and minor ports is under separate examination. A report on the action taken in this regard will be sent to the Government of India from the Home and Public Works Departments.

Yours Faithfully,

Sd/ ** **
Secretary to Government.

Copy to the Government of India, Ministry of Transport with reference to letter No.11(M-10)/47 dated 20-1-48
Copy to the Commissioner of Labour.

(True copies)

Office Assistant,
Madras Record Office.

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